



# 2020 CORPORATE SOCIAL RESPONSIBILITY REPORT

# TABLE OF CONTENTS

## INTRODUCTION

Thirty-five years ago, when I co-founded BCCI Construction, I envisioned a company that cared deeply about its people, partners, and community - ideals that were vastly different from what I experienced at other companies when I began in this industry. Over the years, our leadership team and dedicated employees built a culture focused on our core values of quality, integrity, relationships, teamwork, commitment, respect, and empowerment. And today, our diverse staff continues to thrive and elevate themselves as leaders in the marketplace, delivering the highest standard of quality - from client service to finished product.

In 2020, life, as we knew it, was tested and presented a host of new challenges for our business. Despite that, we remain steadfast in our commitment to our purpose: to cultivate leaders who consistently set the industry's highest construction standards while maintaining our values, building lasting relationships, and expanding into broader markets.

BCCI has been a trusted builder on the West Coast for over three decades with subject matter experts in project planning, design, construction, and sustainability. Since joining the STO Building Group family of companies in 2019, we now have a network of over 3,600 employees in 45 offices across the U.S., Canada, the U.K., and Ireland.

Our Sustainability Team leads corporate sustainability initiatives and offers full-service LEED and WELL consulting to clients across the U.S. We are committed to providing services that improve building performance, occupant health, safety, and well-being while also meeting our client's real estate goals.

I am proud to share our first-ever Corporate Social Responsibility Report, where we have overviewed our efforts related to People, Environment, and Community. Together we envision a more sustainable and resilient future by staying firmly committed to our people, making a positive environmental impact, and channeling creativity and innovation into a force for good.



A handwritten signature in blue ink, consisting of a stylized 'M' and 'S'.

**Mike Scribner, President and CEO  
BCCI Construction**



## INTRODUCTION

### ABOUT US

At BCCI Construction, our mission is to expand the role of builder, to take it beyond vendor and contractor to collaborator and confidant. Ranked as a Top Contractor by ENR California and a Best Place to Work in the Bay Area by the San Francisco Business Times, we are a leading commercial general contractor with offices in San Francisco, Silicon Valley, and Los Angeles. As a West Coast subsidiary of STO Building Group, we have the resources and expertise to deliver integrated services and project solutions throughout the West Coast and beyond.

We offer a unique range of preconstruction, design-build, project management, architectural, and sustainability services with a portfolio that includes new construction, major building renovations, historic restorations, seismic upgrades, tenant improvements, and numerous projects that have been awarded local and national design recognition.

As part of our holistic approach to sustainability throughout our operations and client services, our dedicated sustainability team is committed to delivering high-performing projects.

#### BY THE NUMBERS

- 67** LEED certified projects
- 6** WELL Certified™ projects
- 1** Fitwel certified project

#### SUSTAINABILITY FIRSTS

- 1<sup>st</sup>** LEED-CI Platinum certified project in California
- 1<sup>st</sup>** LEED-CI v4 Platinum certified project globally
- 1<sup>st</sup>** WELL Certified™ Project in Texas
- 1<sup>st</sup>** WELL Certified™ Interiors in San Francisco
- 1<sup>st</sup>** Ground Up WELL Project in Northern California
- 1<sup>st</sup>** WELL Health-Safety Rated project in Dallas

#### OUR MISSION

We will, with passion, support and empower every individual, collectively utilizing their strengths, ideas and experience to fulfill our client's vision.

#### OUR PURPOSE

Cultivate leaders that consistently set the highest construction standards in the industry while maintaining our values, building lasting relationships, and expanding into broader markets.

#### CORE VALUES

Commitment | Quality | Integrity | Teamwork  
Relationships | Respect | Empowerment



## INTRODUCTION

### PARENT COMPANY - STO BUILDING GROUP

The STO Building Group family of companies – Structure Tone, Structure Tone Southwest, Structure Tone International, Pavarini North East Construction, Pavarini McGovern, LF Driscoll, LF Driscoll Healthcare, Govan Brown, Ajax Building Company, BCCI Construction, Layton Construction and Abbott Construction – includes over 3,500 employees located in offices throughout the US, Canada, UK, and Ireland.

Together, we're able to provide a complete range of services, from site selection analysis, design constructability review, and aesthetic enhancements to renovated interior fit-outs for a wide range of clients, new building construction, and major building infrastructure upgrades and modernizations.

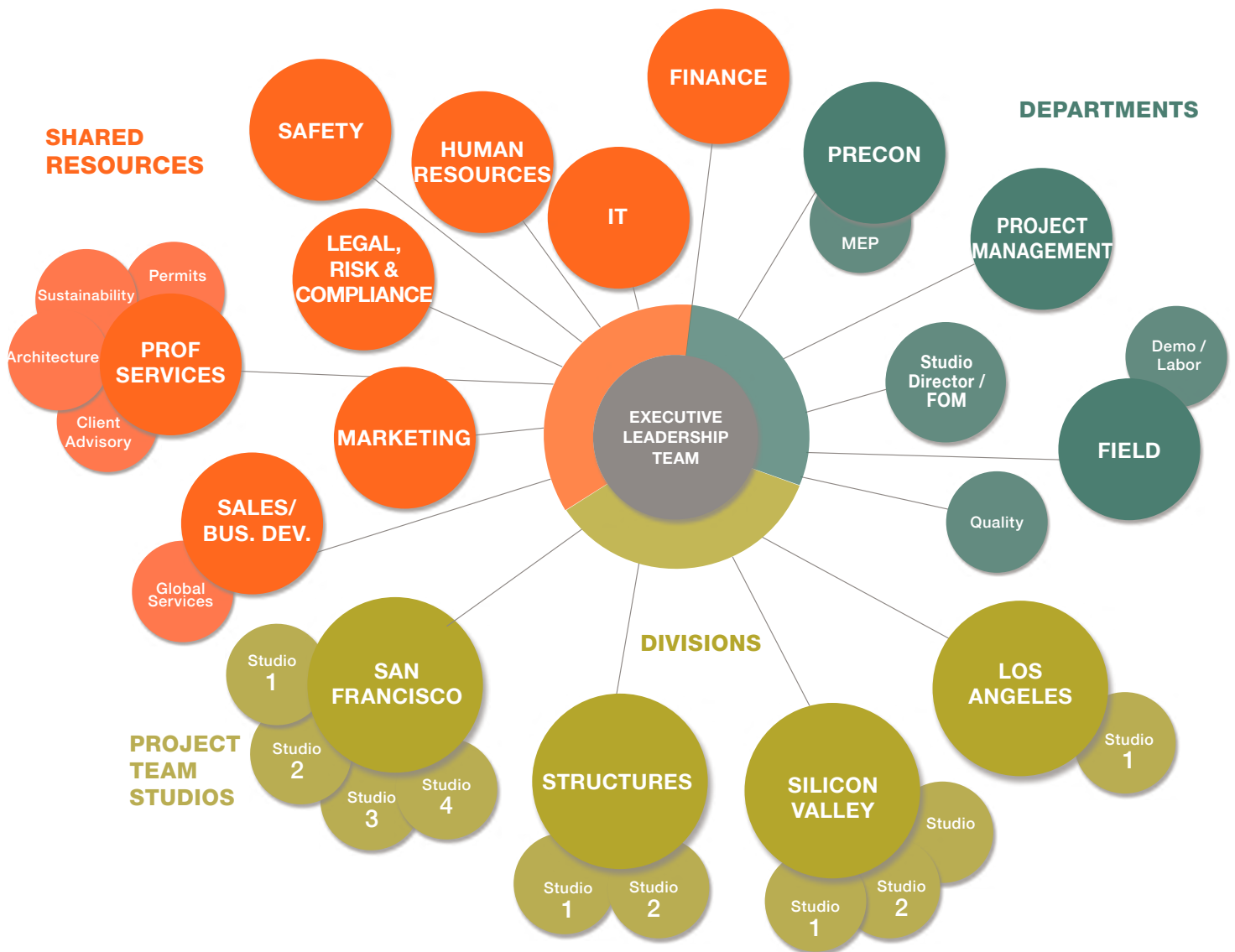


## INTRODUCTION

### ORGANIZATIONAL STRUCTURE

In 2019, we deployed a renewed company structure to evolve our organization to a strategic platform through an adaptive, self-sustaining, and project-focused “studio approach.” This model allows us to: effectively manage growth while maintaining our

existing culture; promote collaboration, accountability, integrity and transparency; cultivate teamwork and distribute leadership; increase efficiency, profitability, innovation and safety; and maintain our focus on client satisfaction and true craftsmanship.



## PEOPLE

### CULTURE

#### Employee Engagement Data

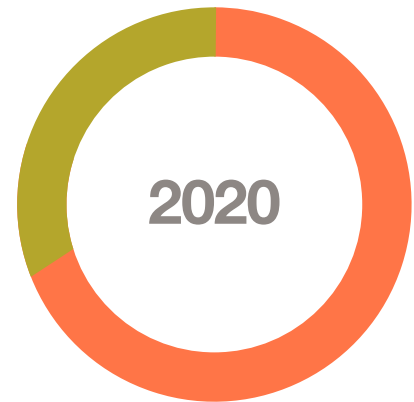
As part of our commitment to fostering employee engagement, BCCI empowers employees to have a voice at all levels of the organization. Employees are encouraged to offer ideas and express views through their direct supervisor, studio meetings, professional coaching, employee resources groups, town halls, company retreats, and an annual workplace survey.

BCCI has participated in the Bay Area's Best Places to Work Survey since 2006. Additionally, BCCI's parent company STO Building Group will be administering an Employee Engagement survey in 2021.



**VOTED BEST  
PLACE TO  
WORK  
12+ YEARS**

### Best Places to Work Survey Results



71% of employees are  
highly engaged.





## PEOPLE

### DIVERSITY, EQUITY & INCLUSION

#### Just Organization

BCCI became a Just Organization in 2014 upon the launch of the International Living Future Institute's (ILFI) social justice transparency platform. It has allowed BCCI to disclose our operations and optimize policies that improve social equity and enhance employee engagement.

Just provides us a framework to benchmark and build a culture that values diversity, equity and inclusion. It's a valuable recruiting tool that can improve levels of morale, retention and build a stronger brand. The tool demands rigorous honesty and thoughtful self-reflection as we discover and disclose data that is integral to our success.

#### We are committed to:

- A workplace that is fair and free from discrimination and harassment.
- A culture that is inclusive and embraces individual differences and perspectives.
- Equal employment opportunities.
- Recruitment, retention, and development programs to support a talented and diverse workforce.
- Representation of diversity at all levels.
- Education on all aspects of diversity.
- Flexible work practices and policies.



**10<sup>th</sup> company and 1<sup>st</sup> contractor**  
**to become a Just Organization**



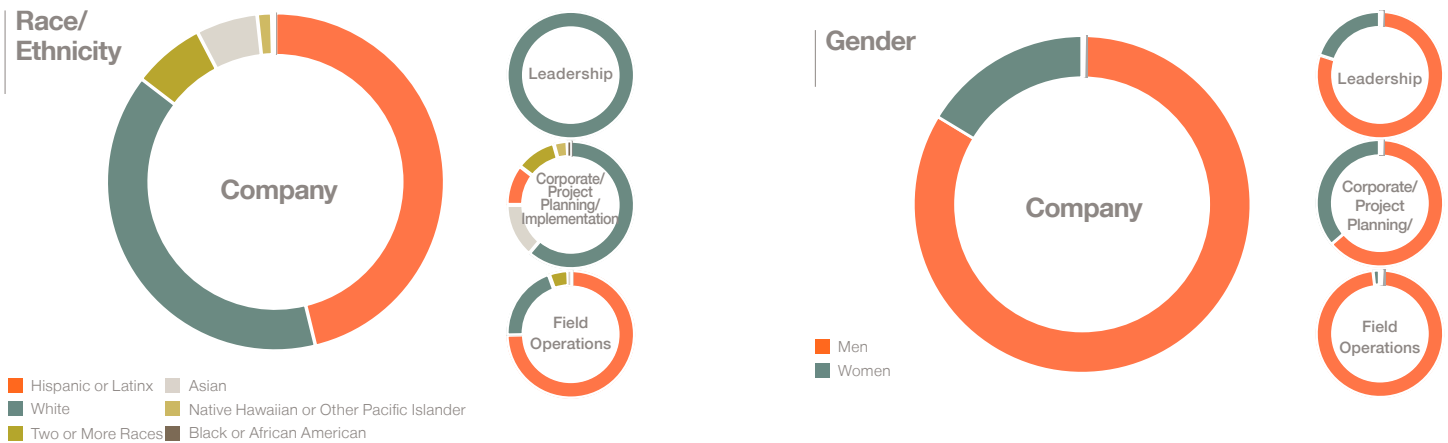
## PEOPLE

### Culture

Our employees are our most valuable asset. We value the contribution of people with different capabilities, experiences, knowledge, and perspectives. The collective sum of these individual differences represents the essence of our culture, reputation, and achievements as a company. We embrace and encourage differences in gender, age, race, ethnicity, religious and cultural backgrounds, experience, education, personalities, lifestyle, sexual orientation, socio-economic status, disability, and other characteristics that make our employees unique.

### Recruitment, Selection, and Promotion

Equal opportunity is integral to our recruitment and selection practices and we recognize the value of recruiting, hiring, and promoting a highly skilled and diverse workforce. We believe it is important for our workforce to reflect the demographics of the markets where we operate and the clients that benefit from our services. We engage in outreach efforts to minority, women, and other underrepresented groups to create and foster diverse applicant pools. We accomplish this through outreach to a variety of recruiting partners, industry organizations, colleges, and universities to search for talent such as the Society of Women Engineers, National Society of Black Engineers, and Society of Hispanic Professional Engineers.



### Celebrating our **women in construction**



## PEOPLE

### Compensation

Our compensation and role evaluation review process actively considers equity in both responsibilities and compensation, and we continue to develop strategies and initiatives to resolve any identified gaps.

In BCCI's 2021 JUST 2.0 label, the Gender Pay Equity indicator shows a maximum variance of 8% pay between men and women. This earned us a level three out of four.

### Career Development and Performance

Our professional development and training programs encourage employees to develop and progress their careers through opportunities that build on their skills, experience, and potential. Opportunities for promotion and transfer are advertised to all employees to enable individuals to further develop their career path with BCCI.

### Diversity and respect in the workplace

We believe all employees have a responsibility to treat others with dignity and respect at all times and exhibit conduct that reflects our core values. To fulfill this responsibility and support a work environment free from discrimination and harassment, all employees complete annual diversity awareness training.



## PEOPLE

### SAFETY 360°

#### Everybody. Everywhere. Everyday.

Our approach to safety is different. For us, safety is a passion, not just an obligation. We are committed to continuous growth and innovation from our teams, which ranges from implementing new technologies to testing cutting-edge emergency and safety measures.

#### Four Pillars of Safety

**Awareness.** The program fosters a 360-degree view of safety, physically and philosophically. We expect active engagement from all employees in their immediate environment, as well as awareness of what's happening around them. It also means that we look out for one another's physical and mental safety, and that every employee and worker is empowered to speak up.

**Shared Responsibility.** Every employee receives annual safety coaching. We believe that the best way to increase awareness and action is to increase responsibility, so our superintendents, project managers and others are as engaged in safety as our dedicated Safety team members.

**Behavior.** Behavior is the primary contributing cause of over 80% of accidents. With that in mind, the primary goal of our Safety 360° approach is to avoid risky behaviors altogether. Through behavior-based safety education, we are helping staff take a more active role in supporting a strong safety culture that solicits feedback, engages the workforce, and empowers people to make a difference.

**Positivity.** Safety 360° relies on positive reinforcement to inspire project teams and employees at all levels to achieve the highest level of safety. Regular feedback, engagement and coaching are at the program's core and drive our efforts to foster a lasting and positive safety culture across the organization.



**“My number one priority is that at the end of the day, everyone returns home safely. On the job site, lead by example - prepare, prevent, and WEAR YOUR PPE!”**

**- Matty Kernan,  
Director of Safety**



**0.59**  
EMR RATING

**1,000,000+**  
TOTAL HOURS WORKED  
W/O A LOST TIME INJURY



**AWARDED  
PRESIDENT'S  
SAFETY AWARD  
IN 2020**

**AWARDED  
EXCELLENCE IN  
SAFETY AWARD  
7 YEARS RUNNING**



## PEOPLE

### EMPLOYEE HEALTH

Created in response to the COVID-19 pandemic, the WELL Health-Safety rating was developed by the International WELL Building Institute's COVID-19 Task Force of approximately 600 leading industry experts from the medical, research, academia, design and construction, air quality, and real estate fields, including BCCI's Sustainability Director, Kena David.

This evidence-based, third-party verified rating is focused on operational policies, maintenance protocols, emergency plans, and stakeholder education and engagement to address a post-COVID-19 environment. **BCCI's headquarters pursued the WELL Health-Safety rating. Our sustainability experts can lead the process and assist with other health and wellness-related issues.**

The rating consists of operational interventions to equip all building types with health and safety measures that put client and employee well-being first.



**Cleaning and  
Sanitation  
Procedures**



**Emergency  
Preparedness  
Programs**



**Health Service  
Resources**



**Air & Water  
Quality  
Management**



**Stakeholder  
Engagement &  
Communications**





## PEOPLE

### WELL-BEING

We believe that it is important to support the emotional and psychological well-being of our employees and to foster a healthy work environment. We believe that the use of effective workplace well-being programs and policies can reduce stress and improve the quality of life for our workforce. That's why we are committed to creating a work environment that allows employees to feel recognized as multidimensional, complex, and evolving individuals. We invest in workplace well-being to improve employee health, productivity, recruitment and retention, morale, and company culture.

#### Commitment to WELL.

We are committed to certifying our offices under the WELL Building Standard. Both our headquarters in San Francisco and satellite office in Silicon Valley are WELL Certified™ Silver.



#### Flexible work arrangements.

We recognize the needs of individuals to balance their family and personal lives with work. Sometimes our employees require flexible working arrangements and may, for a range of reasons, seek to alter their work arrangements. All employees are equipped with proper tools and equipment to perform remote work, if necessary.



#### Mindfulness and stress reduction education.

BCCI's Employee Assistance Program and Vitality wellness program provide resources. Employees that elected the Kaiser health plan have access to Calm, a meditation and mindfulness app, for free.



#### Financial literacy education & retirement planning.

Our Employee Assistance Program provides financial resources and our retirement plan provider is available for questions or assistance with retirement planning. All eligible employees are automatically enrolled in BCCI's 401(k) retirement plan with a default contribution level of 2% after 90 days of employment. Employees can choose to participate at a contribution level of their choice.



## ENVIRONMENT

### SUSTAINABILITY AS A VALUE-ADD / STRATEGIC DRIVER

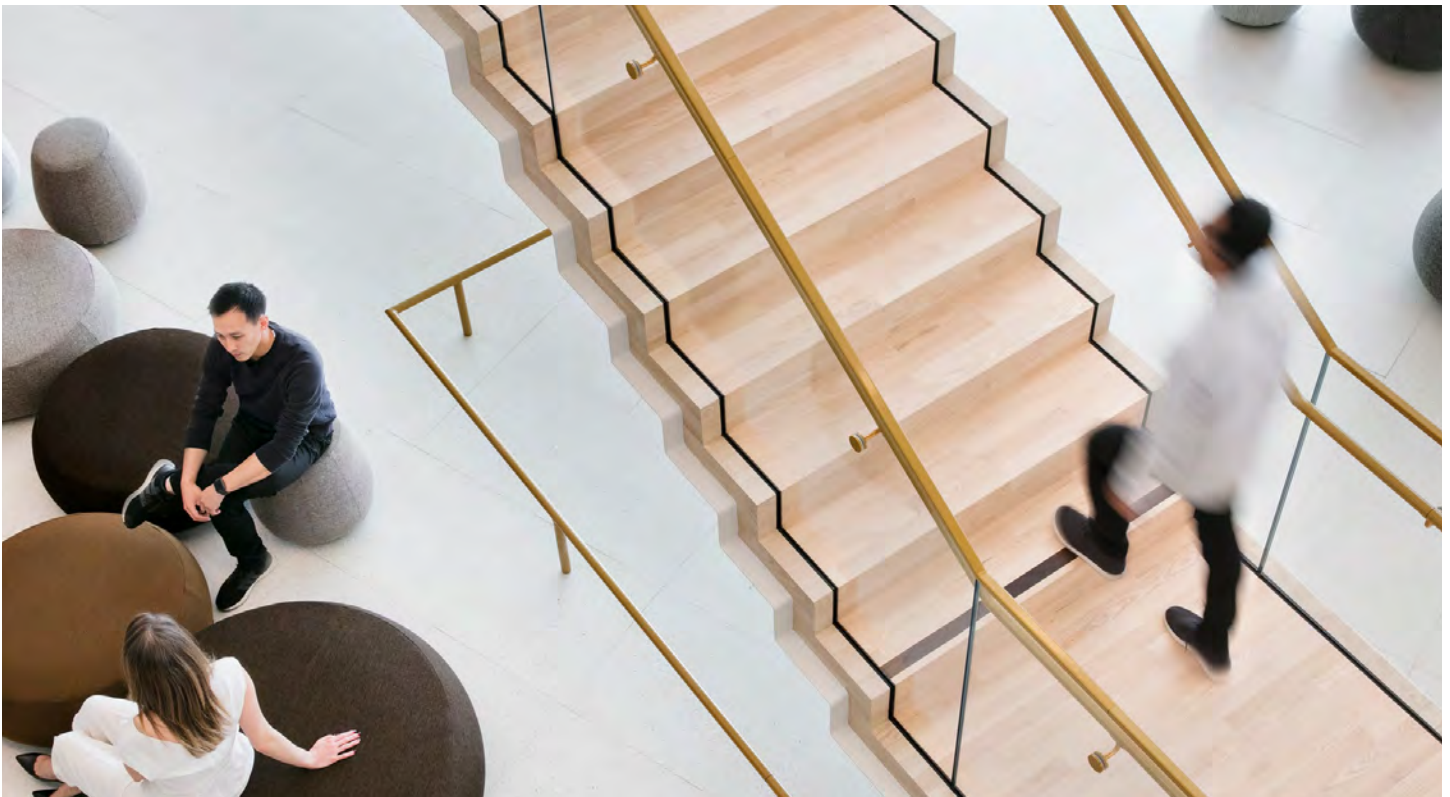
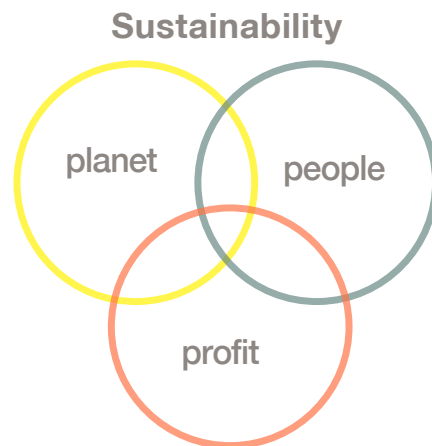
Turning our values to a vision includes the creation of the Sustainable Builders Group (SBG) which is the culmination of BCCI's Core Values, Just Label values, and the commitment to the Triple Bottom Line – the intersection of having a positive environmental impact, fostering employee mental & physical well-being, and upholding our commitment to safety.

#### Sustainable Builders Group (SBG)

The Sustainable Builders Group (SBG) is focused on integrating sustainability across all business lines by raising awareness and adoption of best practices through education, advocacy, and partnerships both internal and external.

#### The Triple Bottom Line

People, Profit & Planet – all drive our business. We envision a sustainable and resilient present and future through being committed to employee wellness, making a positive environmental impact, and channeling creativity and innovation into a force for good.





## ENVIRONMENT

### SELECT SUSTAINABLE PROJECTS COMPLETED IN 2020



#### LEEDv4 Silver

**Blue Shield of California** | 227,000 sf  
Oakland, CA

Nine-floor build-out of open workspace, conference rooms, multi-purpose rooms, a learning center, a cafe, a fitness center, and all gender restrooms.



#### LEEDv4 Platinum | Fitwel 1 Star Rating

**Adobe** | 251,500 sf  
San Francisco, CA

Office build-out from cold shell comprising two lobbies, four floors of workspace, a cafe, and a roof deck.



#### LEEDv4 Gold | Registered to pursue WELL Certification

**Professional Services Firm** | 126,000 sf  
San Francisco, CA

Five-floor build-out comprising open workspaces, huddle and conference rooms, a client presentation center, technology showcase, a café, and a five-story interconnected staircase.



#### WELL Health-Safety Rated

**Trinity Industries** | 155,200 sf  
Dallas, TX

Five-floor interiors project for new office headquarters focused on employee health and the first to earn the WELL Health-Safety Rating in Dallas.

## ENVIRONMENT

### MEMBERSHIPS / INDUSTRY INVOLVEMENT

#### Sustainable Construction Leaders

BCCI is a founding member of the **Sustainable Construction Leaders (SCL)**, a peer network of sustainability professionals from commercial general contractors across North America whose purpose is to share best practices and inspire change to advance the construction industry toward sustainable solutions.

The group created the Contractor's Commitment program in 2020, a pathway for contractors to become more sustainable by benchmarking progress and reporting data on five environmental categories:

1. Carbon Reduction
2. Jobsite Wellness
3. Waste Management
4. Water Management
5. Materials Selection



BCCI has committed to piloting the program in 2021. [Learn more about SCL here](#)

#### Bay Area Sustainable Construction Leaders

BCCI co-founded the **Bay Area Sustainable Construction Leaders (BASCL)** who's mission is to leverage the collective power of Bay Area general contractors to take action towards net-zero-impact construction and inspire industry peers to commit to market transformation for a thriving and sustainable future. [Learn more about BASCL here](#)





## ENVIRONMENT

### U.S. Green Building Council

BCCI has been a longtime supporter of the **U.S. Green Building Council (USGBC)** and a member organization since 2002. We uphold USGBC's mission by providing LEED consulting services to our clients and LEED education for the real estate community, including:

- Speaking engagements at the regional GreenerBuilder conference and the annual International Greenbuild conference.
- Tours of our LEEDv4 Silver certified headquarters.
- LEED Green Associate training.

Additionally, **BCCI's Sustainability Associate, Halie Colbourne, co-founded the USGBC Northern California Rising Leaders committee**, which bolsters the careers of young professionals from a range of disciplines through networking opportunities and hands-on leadership experiences.



LEEDv4 Silver/WELL Certified™ HQ

### International WELL Building Institute

BCCI has been a Founding Cornerstone Member of the **International WELL Building Institute** since 2019. We support IWBI's mission to improve human health and well-being through the built environment and have worked on WELL projects since WELL's inception in 2013. Our Sustainability Team includes WELL accredited professionals and faculty to support our client's WELL project goals and provide training to industry partners including:

- Presentations at Greenbuild, CREW programs, AIA, International Facility Management Association (IFMA), Building Owners & Managers Association (BOMA), and other real estate events

Additionally, we committed to WELL certification at our San Francisco headquarters and Silicon Valley offices.



WELL Certified™ Silicon Valley Office

## COMMUNITY

### STEWARDSHIP

As a company, we are committed to volunteering time and resources to the communities we work in. The **Community Builders** committee was formed in 2006 by a group of dedicated employees to:

- enhance corporate social responsibility;
- inspire, engage and support our employees in community service activities;
- encourage positive action on a variety of causes that are important to our employees, partners, clients, and communities.

Community Builders provides a forum for ideas and actions around our company's community efforts and charitable giving. We believe charitable giving, just like volunteering, is a way for the company to further invest in our communities as it enriches the lives of our employees, and those who benefit from our gift giving. Tied to our Core Values, our 2020 Community Builders' theme was **Teamwork**.

### EQUITABLE PURCHASING / SUPPLIER DIVERSITY

In 2020, 6% percent of all goods and services purchased were from certified diversity enterprises included minority-owned, women-owned, disabled veteran-owned, and small businesses.

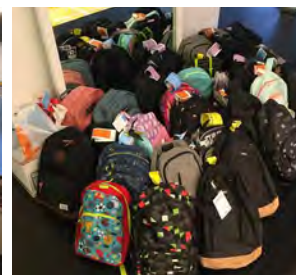
We make a conscious effort to leverage the unique talents of diverse business enterprises that can provide high-quality goods and services and whose business model and values align with our business strategy.

We support client diversity goals through our sourcing and procurement process **and have successfully achieved 25-30% M/W/DBE goals on past projects.**

We conduct targeted outreach to prequalify M/W/DBE businesses and provide visibility to project plans and specifications and to solicit bids from trusted M/W/DBE subcontractors to uphold a fair bidding process.

In 2020, BCCI donated 1% of profits to charitable organizations and continued to support the community through:

- Helping the front lines by donating blood and medical supplies, and making masks.
- Lending a hand at food banks and to seniors through deliveries and assistance with setting up virtual medical appointments.
- Being conscious consumers by supporting local businesses.
- Providing needed school supplies through a local back-to-school drive.
- Raising funds with Leap Arts in Education's annual Sandcastle Classic.
- Fundraising to support social justice through the Equal Justice Initiative, East Oakland Collective, and Bridge the Gap College Prep.



## COMMUNITY

### SOCIAL JUSTICE FOCUS GROUP

#### “Building Awareness, Inclusion, Diversity, Equity, and Justice at BCCI.”

BCCI employees formed a Social Justice Focus Group (SJFG) in June 2020 as an inclusive forum following the Black Lives Matter (BLM) movement. Goals Include:

- Internal education through training focused on Awareness
- Interactive discussions - holding space for important conversations
- Community engagement

The group's work over the year included a Juneteenth fundraiser, a 10-week Career Horizons Apprenticeship for middle school students with Citizen Schools, and a build day with the East Oakland Collective. Additionally employees shared in discussions about diversity, equity, and inclusion; minority subcontractor participation; and synergies with policies related to our Just label.

*“I truly appreciate your thoughtful contribution to the Black Cultural Zone. You helped us bring our vision to life in a matter of days. With the help of caring people, such as yourself, we are able to make a greater impact in the community during these crazy times. BCCI has helped us set a standard for future Oakland beautification projects.”*

-Charlese Banks, Oakland Hospitality Committee, The Town Experience - Destination Oakland Campaign



**Norma Adjmi**

DIRECTOR, HUMAN RESOURCES



I evolved in my role and it's been a journey to realize that it's important for me to operate from a place of integrity and to work at a company where I believe in their values.

**Dominic Sarica**

CHIEF OPERATIONS OFFICER



You can stop yourself from what you want to achieve

**John Krantz**

CHIEF STRATEGY OFFICER



Become aware of what (you) enjoy, learn how to apply those talents / competencies & skills to "explore" career opportunities, always keep learning!

**Halie Colbern Colbourne**

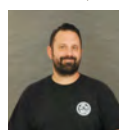
SUSTAINABILITY ASSOCIATE  
Professional Services Group



It was a windy road getting to where I am today. When I really wanted something, I made it happen. That's why I am here today!

**Jaun Wilcox**

PROJECT MANAGER  
Service Group



**Chuck Frye**

SUPERINTENDENT  
Field Operations



I accidentally ended up working construction. It turned out that construction was what I was passionate about and has been my life-long career.

**Mik Chemburkar**

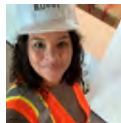
PROJECT ENGINEER  
Preconstruction/ Estimating



Don't ever feel like you are stuck or have to stick with the first "career" you pick...a "career" is constantly developing. If one day you look back and see where you end up.

**Jasmine Mercadel**

ASSISTANT PROJECT MANAGER  
Project Management



You will get knocked down. And probably more than once. But when you do get knocked down it's all about how you get back up and keep going.

**Ernesto Orteiz**

DIRECTOR, FINANCIAL ANALYSIS  
Accounting



Thanks to (my) mentor I built up the confidence to return to school and get my degree in business administration from UC Berkeley.

**Dave Herskowitz**

SENIOR PROGRAM MANAGER  
Professional Services Group



Continue to be curious- learning never ends

**Lisa Dunmeyer**

STUDIO DIRECTOR  
Service Group



It helps to love what you do so it helps you through the tough times when your job is difficult.

**Kevin O'Leary**

STUDIO DIRECTOR  
Project Management



**Eddie Lim**

SENIOR MARKETING ASSOCIATE  
Marketing



Learn to adapt and be open to different opportunities- you never know where they could lead

**Melissa Harrison**

PROJECT MANAGER



It's hard to figure out what career is right for you... That's why it's called a PATH. Otherwise it would just be called a career POINT.

**Heather Chicoine**

ARCHITECT & PROGRAM MANAGER  
Professional Services Group



You don't have to have it all figured out now but what you're doing now can impact where your path leads, sometimes in unexpected ways. Spend time on what feels most meaningful to you.



## COMMUNITY

### PROJECT HIGHLIGHTS

#### La Cocina | 9,600 sf

San Francisco, CA

Construction of the nation's first women-led food hall for La Cocina, a nonprofit focused on helping women of color and immigrant entrepreneurs launch food businesses by providing affordable commercial kitchen space and technical expertise.



#### 826 Valencia Mission Bay Center | 2,500 sf

San Francisco, CA

Partnering for a second time, we provided pro bono construction services for an educational center including a retail storefront, branded as Woodland Creature Outfitters, which serves as a portal to the community, and an enchanted forest-themed writing and tutoring lab for students ages 8 to 18.





## LOOKING TO THE FUTURE

### GOALS FOR 2021

As we continue to adapt to the impacts of the COVID-19 pandemic that has changed our local and regional markets, our business focus in 2021 will be on diversification and integration.

**Diversification** into other market sectors and geographical expansion will be essential in reaching our 2021 business goals. By continuing our 2020 themes of operational excellence and integration with the STO Building Group family of companies, we will stay the course to develop existing initiatives across all departments to support our growth and create new opportunities for our employees.

**Integration** is a key focus to align our IT infrastructure, operations, coordinated firm-wide marketing responses and adoption of company policies and procedures. Internally we will complete our reorganization to a Studio-based model while focusing on the best opportunities to partner with STO Building Group business units to support market sector growth, expand our best-in-class program management, design-build, construction, and sustainability services, and develop subject matter expertise for future growth.



COMMERCIAL DEVELOPMENT



CORPORATE BASE BUILDING



CORPORATE INTERIORS



EDUCATION



GOVERNMENT



HEALTH CARE



HOSPITALITY



LIFE SCIENCES



MISSION CRITICAL



MULTI-UNIT RESIDENTIAL



RETAIL

### SUSTAINABILITY GOALS

- Grow sustainability consulting services for clients
- Participate in the Contractor Commitment and report on Carbon Emissions; Jobsite Wellness; Waste; Water; and Materials
- Redefine Sustainability as a holistic approach to business and everyday practices at BCCI





**bcci**

**SAN FRANCISCO**  
1160 Battery Street  
Suite 250  
San Francisco, CA 94111  
415.817.5100

**SILICON VALLEY**  
150 E Dana Street  
Mountain View, CA 94041  
650.543.8900

**LOS ANGELES**  
515 S Flower Street  
18th Floor  
Los Angeles, CA 90071  
213.514.0748

**[www.bcciconst.com](http://www.bcciconst.com)**

©2021 BCCI Construction | CA License No. 492944 |  
OR License No. 235182 | WA License No. BCCICCL801QZ